



Employees' Advisory Council – Representative Meeting Minutes
Extension Services, Magnolia Room, 12520 Ulmerton Road, Largo, FL
Wednesday, February 17, 2021, 2:30 p.m. – 4:30 p.m.

Prepared by Maggie Miles, updated by Leena Delli Paoli

Call to Order

The EAC Representative meeting was called to order at 2:30 p.m. by Vice Chair, Bill Gorman quorum is present, added remote attendees Chair, Lisa Arispe and Donna Beim.

Approval of Minutes

- The November 18, 2020 Representative meeting minutes were approved with a motion to accept changes by Charles Toney, seconded by Donna Beim. Unanimously approved.
- The January 20, 2021 Representative meeting minutes were approved with a motion to accept changes by Charles Toney, seconded by Bill Gorman. Unanimously approved.

Comments from Kimberly Crum, Director of Human Resources

- Biometric Screenings – To alleviate concerns and streamline the New Biometric Screening process, a Rally Help Guide presentation with step-by-step screenshots had been created for employees. In addition, an instructional 15-minute Video Demonstration is also available.
- Life Insurance – As of March 1, 2021, Pinellas County's life insurance administration moved to Securian Financial from The Standard. There is no cost, coverage changes or gaps in coverage.
- Special Enrollment – From March 1st-12th, employees can log into Opus to signup or change their Supplemental or Dependent Life Insurance Coverage. Only those making changes need to enroll.
- Flexible Spending Account (FSA) – The Consolidated Appropriations Act provides flexibility on FSA enrollment and modifications during the Covid-19 Pandemic.
 - FSA amounts that were unused in 2020 may be carried over to 2021, and the amounts that are unused in 2021 may be carried over into 2022.
 - There will be a Special Enrollment Period, in Opus, from March 1st-12th for new FSA enrollments
 - Changes can be made to your FSA contributions at any time, throughout 2021, by submitting the 2021 FSA Change Form available on the HR Website
 - Question – Have the FSA contribution amounts changed?
 - Answer – FSA contribution maximum is \$2,750 and the minimum is \$260. The \$500 cap for rollovers does not apply in 202/2021 and 2021/2022. Dependent Care FSA contribution maximum is \$5,000 and the minimum is \$260. The entire contribution amount can rollover if unused
 - WageWorks is still processing claims for 2020. Accounts must be active for rollover
 - Special Enrollment changes will be communicated in the PEN and by email blast
- Human Resources Annual Report – The HR 2020 Annual Report is available for viewing
- Question – UHC is asking for the same forms over and over when an employee is requesting FMLA. What should they do?

- Answer – Without knowing the specifics is hard to say. Employees can email Kelly Faircloth with the specific issues and she can look into it.
- Benefits Advisory Committee – 5 subcommittees have been established by the BAC to address various benefits topics. Charles Toney is joining the Leave subcommittee, which will include paid parental leave. Leena Delli Paoli will send any information she has gathered on paid parental leave to Charles. Carole Sanzeri, Sr Assistant County Attorney, stated that research facts/information can be sent between Representatives as long as topics that will come up for a vote are not discussed.

Ken Burke, Pinellas County Clerk of Court

- Florida Retirement System – Florida Senate Bill 84 proposes a change to the Florida Retirement System. The Bill seeks to eliminate the Pension Plan portion of the Florida Retirement System for all new employees; New employees would automatically be enrolled in the Investment Plan. Mr. Burke stated that the Pension Plan is a large incentive that aids in the retention of employees. An overwhelming number of current employees have selected the Pension Plan; 80% of employees from the Clerk of Court and 74% of employees from the BCC.
 - Charles mentioned that even though this only affects new employees, it could eventually affect everyone because there will be less people paying in
 - www.myfrs.com has links to Florida Senate Bill 84
 - The [EAC Website](#) has a link to Legislative Delegation
 - Lisa Arispe will provide an informational article for the PEN

Barry Burton, County Administrator

- Shared highlights from the past year. Employees stepping up and being able to meet again. Thanked employees.
- Covid Vaccines – Residents must register with county; it is separate from the state registration. Once vaccines are received residents are notified and have 48 hours to book an appointment and come in to be vaccinated; if not accomplished the vaccine is offered to the next person. The County is hoping to get 75-80% of population vaccinated.
 - Question – For those 65 and under, what happens for registration?
 - Answer – Pinellas is maintaining their own registration system. Outreach to churches to help with vaccine distribution.
 - Question – Is there a vaccine shortfall due to the weather up north?
 - Answer – So far there has not been any impact from the weather, but uncertain if there will be any impact in the future.
- Career Ladders – Rodney Marion is still working on career ladder initiatives for the BCC; some have already rolled out.

Roundtable Discussion

- Chair, Lisa Arispe thanked Vice Chair, Bill Gorman, for attending the Office of Human Rights Meeting. Paul Valenti is leaving the county effective February 26, 2021. Jeffery Lorick will be the interim director.
- Delegate Meetings – Leena Delli Paoli made several suggestions to get the Delegate meetings started back up; suggestions included removing tables from the Magnolia Room and spacing

chairs, delegates bringing their own chairs to sit in the open courtyard of the botanical garden, delegates bringing their own chairs to a centrally located park pavilion, etc. Time did not allow for a resolution, so Representatives were encouraged to keep relaying information to their delegates.

- Goals/Initiatives – Charles Toney asked that Representatives send a list of any goals/initiatives for the upcoming year to Chair, Lisa Arispe.
- Question – How do you charge time for EAC Meetings?
 - Answer – Not all Representatives are required to enter their time this way, so it is best to ask your Supervisor how they want it.
- Question – Are the three Representatives who are also Advocates able to have a meeting to discuss options for getting more employees involved in the program?
 - Answer – Yes, this would not count as a sunshine meeting and would not require a notice.
- Question – Has the grievance process restarted?
 - Answer – The grievance process was never suspended. The grievance panel sessions were temporarily postponed while decisions were made for holding remote sessions, but HR continued to receive grievances. An employee can still submit their grievance forms provided their window to submit a grievance has not expired.
- Question – Can Supplemental Insurance Coverage be offered for Short Term Disability?
 - Answer – The Benefits Advisory Committee is looking into this for the future.
- Question – Is there a current list of items on the Benefits Advisory Committee list?
 - Answer – Lisa Arispe will send out a list of potential topics, however anything is up for discussion. Representatives can email any topics of interest to Lisa, and she will bring them to the BAC meetings.

Old Business

- Pen Articles – Lisa would like those Representatives who have not already written an article to volunteer. Since time ran out, she will send out an email asking for volunteers.
- Delegate Nomination Forms – Reminder forms are due by March 12th.

Adjourned

Charles Toney made a motion to adjourn at 4:48 p.m., seconded by Chris Steiermann.

Jeff Albenzio*	Lisa Arispe (R)	Donna Beim (R)	Kevin Connelly*	Leena Delli Paoli*
Katiah Fitzpatrick*	Henry Gomez*	Bill Gorman*	Lora Kyle-Woodall*	Tami Maloney*
Maggie Miles*	Clarethia Monroe*	Randy Rose*	Christian Steiermann*	Charles Toney*

*EAC Representatives in attendance at this meeting. (R) Remote Attendance